

23 January 1973
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MEMORANDUM FOR: Executive Director-Comptroller

SUBJECT : Annual Report on Status of Inspection Program

REFERENCES : Your memoranda dated 8 January 1973 and
17 January 1973, same subject

Thank you for the suggested list of special studies, all of which I believe are highly appropriate. I agree that we can afford to allow the component surveys to slip and the rest of this year we will concentrate on special studies.

[REDACTED] has been assigned to the space allocation problem and will start immediately.

The study of the [REDACTED] will be started on 1 March. The individuals on this team, [REDACTED] [REDACTED] are now involved in the WH survey which should be completed in late February.

On 1 March we will also begin the review of the Career Service structure of the Agency. The members of this team, [REDACTED] [REDACTED] are also tied up with the WH survey.

As soon as [REDACTED] completes the survey of OER, 25X1A he will be assigned to examine the role and influence of the component training officers. This is in support of the Training Board of Visitors.

The rest of the staff [REDACTED] are inspecting the Office 25X1A of Security and will probably not complete this before late spring, 25X1A at which time we can pick up a number of the other suggested studies

William V. Broe
Inspector General

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SECRET

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

Inspector General

EXTENSION

NO.

DATE

23 January 1973

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Executive Director-
Comptroller

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[REDACTED]

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share with D/P/R

25X1A

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Executive Registry
73-1613

17 January 1973

MEMORANDUM FOR: Inspector General

SUBJECT : Annual Report on Status of Inspection Program

REFERENCE : Memo to IG from ExDir dtd 8 January 1973;
Subject as above

Supplemental to the special studies suggested in referent memorandum, may I add:

A review of the career service structure of the Agency and its responsiveness to current personnel management requirements. This includes how it reflects true lines of command authority, recognizes appropriate specializations which deserve separate promotion and career consideration, erects rigidities in personnel assignments and limits personnel development, and contains inconsistencies (real or apparent) in the career service breakdown of the different directorates and offices.

WEC

W. E. Colby
Executive Director-Comptroller

WEC:sfc

Distribution:

Original - Addressee
✓1 - ER
1 - ExDir

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(unless impossible, insert date or event)

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73-1C1/2

8 January 1973

MEMORANDUM FOR: Inspector General

SUBJECT : Annual Report on Status of Inspection Program

REFERENCE : Memo to ExDir from IG dtd 4 January 1973,
Same Subject

1. Thank you for this Annual Report of a good job well done.
2. For the future, may I suggest a greater stress on special studies, since you are really quite up to date on component studies, possibly slipping one or two of the latter in favor of special studies. In addition to the topics mentioned, which seem quite appropriate, may I request:

25X1A

a. A study of our various domestic activities, to include those of [REDACTED] the Office of Security and CI Staff (including FBI liaison);

b. A study of the overall intelligence community structure supporting the DCI, to include the staff of the D/DCI/IC, the USIB Committee staffs, ONE, and any others;

25X1A

[REDACTED]

d. A review of the procedures and controls over Agency production, to include finished intelligence, dissemination of field reports, accountability for release, retrievability, determination of addressees, etc.

3. As I indicated, I hope you will seek to provide value judgments on the substantive worth of activities being inspected rather than restricting the report to organizational questions.

25X1A

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§ 5B(1), (2)	(one or more)
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W. E. Colby
Executive Director-Comptroller

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73-1647

4 January 1973

MEMORANDUM FOR: Executive Director-Comptroller

SUBJECT : Summary Report on Grievance Cases
 Handled by the Inspection Staff in 1972

1. This memorandum is for information only.

2. The Inspection Staff handled 71 cases during calendar year 1972 involving grievances, complaints, appeals from adverse decisions, or allegations of wrongdoing. We had 80 such cases in 1971, 92 in 1970, and 70 in 1969. A breakdown of the complaints received during 1972 is attached, along with the 1971 totals for each of the major categories. The breakdown for 1972 lists 74 separate complaints, although we handled only 71 cases. Some of the cases involved more than one complaint.

3. I see no significant trend. Indeed, there has been remarkably little change in recent years in the types of problems that employees bring to us. The upsurge in retirement cases, which began in 1970, continued in 1971 and 1972, but I suppose this is to be expected.

4. You may be interested in a statistical breakdown of the results of employee's taking their grievances to the Inspector General--whether they were or were not reasonably well satisfied with the outcome. This involves a fair amount of guesswork on our part since we do not know the outcome of some of the cases referred to other offices for handling, and in many cases we do not know whether the employee was truly satisfied with our own handling of the case. These are the figures:

Employee probably satisfied	16
Employee probably not satisfied	43
Case still open at the end of the year	4
Redress of grievance not at issue	8

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5. The figure of 43 dissatisfied complainants needs some qualification, because it includes two large blocs of cases that almost always end with the employees being disappointed. One group consisted of 17 appeals of adverse determinations on retirement matters, and all of the appeals were denied. The other group of 11 cases involved voluntary resignation, resignation in lieu of involuntary separation, or separation as surplus. Since separation cases usually reach us only after firm decisions have been made, any action we may take is unlikely to result in the employee remaining in the Agency. If those 28 retirement and separation cases were to be disregarded, we are left with 15 complainants who received no satisfaction compared with the 16 who did. With the same exclusions, the same ratio has prevailed for the last five years.

6. The more significant or serious of the complaints, of which there have been relatively few, were brought to your attention at the time they arose. Appropriate corrective action, where indicated, either has been taken or is in progress.

William V. Broe
Inspector General

Attachment
Statistical Breakdown - 1972/1971

Statistical Breakdown of Complaints - 1972/1971

	<u>1972</u>	<u>1971</u>
Allowances & Benefits	2	3
Denial of post differential (1)		
Costs of real estate transaction (1)		
	14	12
Assignment		
Failure to be promoted (5)		
Transfer sought (5)		
Failure to be assigned (1)		
Motor pool perennial case (1)		
Miscellaneous (2)		
	1	1
Criminal or Prohibited Activities		
Conflict of interest (1)		
	3	0
Damages & Losses (Personal)		
Auto damaged in shipment (1)		
Loss of property & earning capacity (1)		
Personal effects pilfered from auto (1)		
	1	1
Facilities & Services		
Postal facility at Hqs. Bldg. (1)		
	0	3
Leave		
	4	5
Management & Supervision		
Mistreatment (3)		
Protest of fitness report (1)		
	1	3
Medical		
Dependent medical care overseas (1)		
	2	1
Pay & Related		
Denial of GSE pay scale (1)		
Denial of overtime pay (1)		

	<u>1972</u>	<u>1971</u>
Recruitment	1	0
Failure to keep pre-employment commitment (1)		
Retirement	17	15
Designation to CIARDs (14)		
Eligibility for disability retirement (2)		
Deferment of retirement date (1)		
Security	2	1
Writing about classified matters (2)		
Separation	11	13
Resignation in lieu of involuntary separation (3)		
Termination of contract (1)		
Separation as surplus (3)		
Voluntary resignation (4)		
Shortages & Losses (Official)	2	3
False statement of cost of auto (1)		
Misappropriation of property (1)		
Travel & Transportation	7	10
Retirement move (1)		
Home leave travel (2)		
Excess baggage (1)		
Educational travel (1)		
Disallowed travel expenses (2)		
Miscellaneous	6	9
Disallowed language award (1)		
Quality of research on Indochina (2)		
Disgruntled former employee (1)		
Denial of request to see OPF (1)		
Conversion from staff to contract status (1)		

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73-161

4 January 1973

MEMORANDUM FOR: Executive Director-Comptroller
SUBJECT : Annual Report on Status of Inspection Program

1. This memorandum lists the component surveys and special studies completed during 1972, gives the status of surveys and special studies begun but not completed in 1972, and discusses a tentative work program for 1973.

2. Work completed and reports submitted in 1972:

Component Surveys

DDP/Far East Division
DDP/European Division

[REDACTED]

25X1A

DDI/National Photographic Interpretation Center
DDS/Support Services Staff
DDS&T/Office of Research and Development

Special Studies

Review of Records Administration in the Agency
Escrow Leave

[REDACTED]
Review of Office of Logistics' Investigation of
[REDACTED] Overrun

25X1A

References to Personnel and to Incidents Pertaining
to CIA in the McGarvey Book
The Proposed Marchetti Book and Magazine Article
(findings reported as developed; no formal
report submitted)

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3. Work begun but not completed in 1972:

Component Surveys

DDP/Western Hemisphere Division (headquarters
interviews and field travel completed)
DDI/Office of Economic Research (about ready to
begin drafting the report)
DDS/Office of Security (just barely under way)

Special Studies

None in progress

4. The surveys of WH Division and of OER will be completed during the first quarter. The Office of Security survey should be finished by the end of the second quarter. We thus should be able to complete another three or four surveys and to have another two or three in progress by the end of the year. With one exception, no component is badly overdue for inspection.

a. DDS&T/OSA was last inspected (as DDP/DPD) in 1962 in connection with a survey of the Air Activities of CIA. We have omitted it from our survey schedules for the last two or three years, because it was cutting back sharply and seemed destined to be abolished. If it is to continue in being, it probably should be scheduled for an early inspection.

b. DDI/OSR was established in mid-1967 by combining elements of ORR and OCI. It has not yet been inspected. The Director earlier felt that we could more profitably use our inspection manpower on surveys of other components. It should now be scheduled for inspection.

c. There are four components that were last inspected in 1967: Office of Training, Office of Finance, Career Training Program, and [REDACTED]. Unless you prefer 25X1A otherwise, they would be scheduled routinely as inspectors become available.

5. I have received suggestions that special studies be undertaken, as time permits, on these three topics:

25X1A



b. Dissemination controls on highly sensitive information, which was suggested by the A/DDI.

c. Space allocation in the Headquarters Building, which was suggested by the Director of Logistics and was endorsed by the DDS.

6. We will schedule these topics in the order listed, intermingling them with the component surveys.

(Signed) William V. Broe

William V. Broe
Inspector General

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